



PUBLIC EMPLOYMENT RELATIONS COMMISSION
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL
MEMBER INFORMATION**

Name: Pilar Vaile

Current profession: Arbitrator, Mediator, Hearing Examiner

Business address: 706 W. Apache Dr., Yuma, CO 80759

Business Phone: (970) 630-6796 E-mail: pilar@pilarvaileadr.com
Website: www.pilarvaileadr.com

Fax: (970) 514-7111 Information updated: 05/2016

EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES: Number of cases handled:

As grievance arbitrator:	70+	As interest arbitrator:	2
As mediator:	10	As fact-finder:	approx. 250

Employment with impartial labor relations administrative agencies:

New Mexico Public Employee Labor Relations Board From: 5/2005 To: 1/2010
Title or capacity: Deputy Director and Hearing Examiner

New Mexico Public Employee Labor Relations Board From: 3/2004 To: 5/2005
Title or capacity: Vice Chair and Labor Recommendation

Brief description of industries and issues dealt with:

Industries: Border patrol; Bureau of Prisons, clerical; communications; construction/building trades; government-federal, state, municipal and county; education-public, private, charter, college and university; electrical; food service; health care/hospitals; IRS; manufacturing; Postal Service; prison/corrections; professional/paraprofessional; public safety- police and fire; railway; transportation; US Military.

Issues: Arbitrability; bargaining unit work; benefits, holiday pay, and leave; clothing/uniforms; conduct (off-duty/personal); demotion; disability; discipline (discharge and non-discharge); discrimination (age, disability, race, nationality and gender); health and safety; hiring practices; incentive pay; job classification, posting & bidding; jurisdictional disputes; management rights; official time; past practices; performance appraisals; probationary status; promotion; safety/health conditions; subcontracting; contracting out; holiday pay; vacation pay; incentive pay; job classifications and rates; work hours/schedules and/or assignments; working conditions/work orders; violence or threats in the work place; definition of just cause; performance appraisals; probationary status; promotion; scheduling; seniority;

subcontracting/contracting out; representation petitions; ULPs and prohibited practice complaints; violence or threats in the work place; work hours/schedules and/or assignments.

OTHER QUALIFYING EXPERIENCE:

Youngdahl & Sadin, P.C. From: 8/2000 To: 2/2004
Title or capacity: Litigation Associate – Class Actions & Labor/Employment Matters

EDUCATIONAL BACKGROUND:

BA, University of New Mexico, 1996
JD, University of New Mexico School of Law, 2000
National Judicial College, 2005-2009, Certificates in Admin. Law & Dispute Resolution.
FMCS Arbitrator Training Institute, 2010
Workplace Mediation, Common Grounds Mediation, 2012

PROFESSIONAL CERTIFICATIONS AND LICENSES:

New Mexico State Bar
U.S. District Court, District of New Mexico
California State Bar
Certified Administrative Law Judge (CALJ), through National Ass'n of Hearing Officials
Advanced Practitioner, Labor and Employment Arbitration, Ass'n for Conflict Resol.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

California State Bar (2004)
New Mexico State Bar (2000)
Labor and Employment Relations Association (LERA)
National Association of Hearing Officials (NAHO)
Association for Conflict Resolution (ACR)

AVAILABILITY:

Grievance arbitration, Interest arbitration, Fact-finding.
Constraints on availability: None.

CURRENT FEES:

Hourly or per diem rate:	\$1000 per 8-hour day for hearings; pre-hearing and study time pro-rated.
Cancellation, etc. fees:	Per diem for each scheduled hearing date unless 30 days notice, plus any nonrefundable costs already incurred.
Travel/subsistence fees:	All travel, housing, meals; other separately receiptable expenses; plus full per diem for travel of 4 or more hours, half per diem for travel of less than 4 hours.